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SAP C_THR81_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Managing Clean Core: In this topic, SAP consultants explore the significance of maintaining a clean core in ERP systems to promote operational efficiency. It emphasizes strategies for enhancing business process agility and minimizing customization efforts, fostering innovation within a clean core framework. Additionally, best practices for seamless integration of systems are discussed, ensuring consultants gain expertise in maintaining a clean and adaptable ERP environment.
Topic 2	<ul style="list-style-type: none">Approvals for Self-Service: SAP consultants learn to design and set up efficient approval processes for self-service transactions. The topic focuses on creating workflows to facilitate user-friendly approval experiences while enhancing overall user satisfaction during the approval process.

Topic 3	<ul style="list-style-type: none"> Position Management: SAP consultants delve into configuring Metadata Framework (MDF) objects and implementing rules tailored to position management scenarios. This topic covers best practices for maintaining position data and configuring permissions.
Topic 4	<ul style="list-style-type: none"> HR Transaction Rules: This topic guides SAP consultants in creating and testing rules that automate HR transactions, ensuring their smooth integration with other HR processes. It highlights methods for evaluating rule effectiveness, enabling consultants to optimize HR workflows for seamless operations.
Topic 5	<ul style="list-style-type: none"> Employee Central Core: This topic equips SAP consultants with the knowledge to configure foundation and HR-related objects, enabling efficient management of organizational data. It explains the creation and application of business rules for automation, configuring workflows, and deriving event reasons. Consultants will also master managing user permissions and security protocols, vital for a secure and streamlined Employee Central Core setup.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q53-Q58):

NEW QUESTION # 53

Which condition must be used for the jobinfo_FTE_Comp rule?

□

- A. Option B
- B. Option C
- C. Option D
- D. Option A

Answer: C

Explanation:

For the Jobinfo_FTE_Comp rule, the correct condition to use is Option D. This ensures that the system evaluates changes in FTE values and event reasons to calculate and adjust compensation data accordingly.

The precise conditions are necessary to maintain consistency in how the rule is applied across various HR scenarios.

Scenario 1: HR Transaction Rules

NEW QUESTION # 54

Which of the following processes in Position Management are controlled from Position Management Settings?

Note: There are 3 correct answers to this question.

- A. To Be Hired Status Adaptation
- B. Automated Daily Hierarchy Adaptation
- C. Synchronize Position Matrix Relationships to Job Relationships of Incumbents
- D. Move Position with Supervisor on Job Information change
- E. Follow Up Activity in Position

Answer: A,B,E

NEW QUESTION # 55

Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request.

- A. By selecting in Step 1: Role - Employee HR-Source- Initiator
- B. **By selecting in Step 1: Role - Manager - Source - Initiator**
- C. By selecting in Step 1: Role - Self-Source - Initiator
- D. By selecting in Step 1: Role - Employee HR - Source - Employee

Answer: B

NEW QUESTION # 56

What is the recommended practice to start the event reason derivation rules?

- A. The first IF clause must be blank
- B. The first IF clause must check if the event reason value is NULL, then skip the event reason derivation.
- C. The first IF clause must be set to Always True.
- D. **The first IF clause must check if the event reason value is NULL, then skip the event reason derivation.**

Answer: D

NEW QUESTION # 57

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- A. **Event Type: onInit; Base Object: Standard Hours**
- B. Event Type: onChange; Base Object: Employee Information
- C. Event Type: onSave: Base Object: Legal Entity
- D. Event Type: onEdit; Base Object: Employee Information

Answer: A

Explanation:

To populate the Standard Hours field from Legal Entity records in the Add New Employee wizard, the business rule should be configured with:

- * Event Type: onInit
- * This event triggers the rule during the initialization phase of the Add New Employee wizard.
- * Base Object: Standard Hours
- * The rule applies to the Standard Hours field, pulling data from the Legal Entity record.

Other event types such as onChange, onEdit, or onSave are not appropriate for pre-populating fields during the Add New Employee process.

NEW QUESTION # 58

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